

## WESTMINSTER PRESBYTERIAN CHURCH

### LONG RANGE PLAN

ADOPTED BY SESSION JUNE 26, 2008

Last revision 8/6/08

### WHO WE ARE

**“Westminster Presbyterian Church is A Gathering Place, Filled with God’s Grace, Helping us Become Fully Devoted Followers of Jesus Christ.”**

### OUR MISSION

**In Faithfulness to Jesus’ Command in Matthew 28:19, the Mission of Westminster Presbyterian Church is To Help its Members and Friends Become, By God’s Grace, Fully Devoted Followers of Jesus Christ.**

ANALYSIS: Our Mission is aligned with Christ’s Great Commission in Matthew 28:19 in which He said, “Go therefore and make disciples of all nations....” By first becoming a disciple and then following the command to make disciples, all other aspects of a Christian’s life will change. As this happens, WPC will experience many changes. We may not recognize “a” moment in time when change occurs, but, over time, we will see the results.

Although this is not a NEW Mission, it IS a renewed “focus,” to bring us to a deeper commitment as a Church body. It does not do away with the description of who we are, “A gathering place, filled with God’s Grace, helping us become fully devoted followers of Jesus Christ,” but it does put an emphasis on becoming fully devoted followers.

## **OUR CORE VALUES**

The Core Values of Westminster Presbyterian Church broadly describe the process involved in **becoming fully devoted followers of Christ**.

1. At the heart of WPC we are a *Worshiping Church*, where we pray each one experiences an encounter with the risen Christ.
2. So we are an *Inviting Church* offering welcome and hospitality to any seeking a church home or the church's ministry.
3. Then, each one is invited into a *Caring Church* where relationships grow into friendships that encourage us as followers of Christ.
4. That Caring creates the context for the risks involved in the *Learning Church*, where we come to a deeper understanding of Christ's promise and call on our lives.
5. So we are a *Gift Evoking Church*, helping each one discover his or her unique gifts and calling to ministry, and helping all in pursuing these callings.

## **OUR OBJECTIVES**

Utilizing our Core Values, the Objectives of our Mission are:

1. To assist each member of WPC in their personal spiritual growth as followers of Jesus Christ (Becoming Disciples), and,
2. To assist our members in inviting others to personal spiritual growth as followers of Jesus Christ (Making Disciples).

ANALYSIS: The objectives to be realized, and the reasons why we have our Mission, are focused on the spiritual vitality of each member, friend, visitor and others we come in contact with in our community, workplace, mission activity and any other place where our individual influence is present.

The first Objective focuses on the spiritual development of WPC's members and friends, inviting and helping each person who is willing to a deeper biblically

informed and modeled relationship with Christ that we are calling “Discipleship.” To do so begins with accepting each person where they are in their journey of faith, including listening to their questions and addressing their real needs.

The second Objective is for those who have accepted the challenge of becoming a Fully Devoted Follower of Jesus Christ to also accept and carry out Christ’s “Great Commission” to Make Disciples of all nations.

### **OUR PROCESSES (STRATEGIES)**

**We will achieve our Objectives by consistently applying certain Key Processes (Strategies). By God’s Grace and leading,**

- 1. We will first and always seek God’s guidance, direction and blessing in carrying out our Mission.**
- 2. We will regularly and consistently communicate who we are, our Mission, and our Objectives to all the leadership, staff and membership of WPC.**
- 3. Our leaders, (pastors, elders, deacons and staff) will lead by example in discipling relationships, stewardship, worship, and service.**
- 4. We will communicate the knowledge and fundamentals of discipleship to all who are willing, and develop ways for them to utilize this knowledge to grow spiritually. (By way of example, communication may include such areas as a new adult Christian formation process as well as new and/or modified missions, programs and activities). In addition, we will communicate the fundamentals of following Christ in discipleship, encouraging each to imitate Christ in their spiritual lives.**

5. **We will insure all aspects of WPC work together, in common, and without division. This includes leadership, staff and others who participate in the Ministries of WPC.**
6. **We will structure and organize Session and its Committees (as well as the various Ministries of WPC) as necessary to best insure successful implementation of our Mission and Objectives.**
7. **We will insure that each WPC sponsored Ministry incorporates, as part of their annual planning process, the concept of “becoming fully devoted followers of Jesus Christ” (Discipleship). In addition each Ministry will consider appropriate methods in which to measure its effectiveness.**
8. **We will provide the opportunity for each member and friend to participate in meaningful small groups.**
9. **We will acknowledge that “becoming a fully devoted follower of Jesus Christ” is a personal journey that some will travel faster and farther than others, but recognize that making the journey carries with it unlimited opportunity for Spiritual Growth. To share the joys, experiences and successes of that journey, we will solicit and disseminate personal testimonies describing the positive results of becoming a fully devoted follower of Jesus Christ (discipleship).**
10. **We will annually review the Plan and adopt changes or updates as appropriate.**
11. **We will recommend that future leaders of WPC should be identified (along with other criteria) as among those whose Spiritual life demonstrates their commitment to becoming a fully devoted follower of Jesus Christ.**

ANALYSIS: Our Mission may be considered as overwhelming by many, and we recognize that to accomplish it all aspects of WPC must work together, in common, and without division. It will be essential that all pastors, lay leaders, staff, operations and missions focus on the same target. These processes (strategies) will help insure that the leadership is aligned properly, and that all we do is centered around producing discipleship—our mission. As the “how” is

discussed in more detail, more processes (strategies) will come to light. As successful processes (strategies) and efforts are shared among all, we will be able to incorporate new areas and tactics in all our activities.

### **VITAL SIGNS (OUR MEASURES OF PROGRESS)**

**Our SPIRITUAL VITAL SIGNS can be periodically taken to show spiritual health and growth. There may be other relevant areas that may be added in the future, but all should be measurable against a benchmark of the present state.**

- 1. SIGNS OF INTENTIONAL SPIRITUAL GROWTH: An Intentional *Spiritual Growth* will be evidenced by a continually growing number of small groups.**
- 2. SIGNS OF A WORSHIPING CHURCH: A *Worshiping Church* will attract regular service participation, evidence by an increase in average attendance at weekly worship services over a base year average attendance.**
- 3. SIGNS OF AN INVITING CHURCH: An *Inviting Church* will produce a Growing Church, as evidenced by an annual increase in the number of new members over a base year average.**
- 4. SIGNS OF A CARING CHURCH: A *Caring Church* where each one is assured they do not travel the journey of faith alone. While difficult to qualitatively measure, The Session will, at least annually, perform a review to satisfy itself that WPC is, in fact, growing as a caring Church.**
- 5. SIGNS OF A GIFT-EVOKING CHURCH: A *Gift-Evoking Church* will produce Personal Time Commitments, which will be evidenced by an increase in the number of members involved in the various ministries of WPC over a base year estimated involvement. (NOTE: members involved means a member who participates in a ministry supported by WPC in its planning, organizing, or conduct or as an active participant)**
- 6. SIGNS OF A LEARNING CHURCH: A *Learning Church* will be evidenced by an increase in average attendance at Adult Christian**

**Formation and Discipleship classes, in small Bible study groups and in other small learning groups.**

- 7. SIGNS OF FINANCIAL COMMITMENT: Fully Devoted Followers of Jesus Christ will not only give their time, but will give of their finances, evidenced by an increase in total financial support of WPC, in the number of annual pledges, and in the percentage of member families making annual pledges, all over base year amounts.**
- 8. SIGNS OF GROWING MISSION COMMITMENT: Because our Lord explicitly sends us out to the world (Matthew 28: 19) WPC will evidence an increasing commitment of time, talent and treasure in sharing God's love in word and action in local, regional, national and international settings.**

ANALYSIS: It is expected Session will review the Plan at least annually, and will use these VITAL SIGNS and other relevant information to assess whether the Plan has been adequately implemented and whether amendments are needed to the Plan itself or to its implementation. However, it is recognized that a reasonable period of time is necessary for the effects of any Plan to become evident. Therefore, although measurements will be taken and assessed at least annually, the most definitive results will most likely be after 3 years and after 5 years of implementation.